Human Resources and Skills Development Canada | Ressources humaines et Développement des compétences Canada

Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

October 31, 2011

Également disponible en français

The *Workplace Bulletin,* issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

In this issue

Page

Recent collective bargaining settlements 1

Key negotiations 2

Major work stoppages 5

Innovative workplace practices—Third quarter 2011 ... 6

Readers' corner 7

Coming up in the next issue 7

For more information 7

Mailing list
Add or remove my name 8

Recent collective bargaining settlements

Summary reports feature highlights of recently negotiated collective bargaining settlements. A few examples are mentioned below. For a complete list, see Listing of ratified settlements by province.

Province, Employer, Union, Number of employees, Bargaining unit, and Reference number	Settlement Month/Year
Ontario University of Ottawa, Ottawa Association of Part-Time Professors of the University of Ottawa 2,300 employees **0884310**	Jun 11
Saskatchewan Saskatoon School Division No. 13, Saskatoon Canadian Union of Public Employees, Local 8443 1,040 employees **0890409**	Jul 11
British Columbia University of Victoria, Victoria Canadian Union of Public Employees, Local 4163 500 employees **1358602**	Apr 11
Multiprovince NAV CANADA, Canada-wide National Automobile, Aerospace, Transportation and General Works Union of Canada, Local 2245 750 employees **1116506**	Mar 11

Canada

Negotech, a searchable repository that provides access to full collective agreement contract language, important benefit changes and latest wage adjustments.

Key negotiations

Covering 500 or more employees across Canada

Employer	Union	Employees	Status	Expiry month
Federal jurisdiction, Public sector				
Multiprovince				
Government of Canada	Various unions	69,000	Bargaining	Dec 09/Dec 11
Canada Post Corporation	CUPW	54,000	Arbitration	Sep 09/Jan 11
Federal jurisdiction, Private sector				
Manitoba				
MTS Allstream Inc.	CEP/IBEW	2,150	Tentative settlement	Dec 10/Jan 11
Multiprovince				
Air Canada	Various unions	21,990	Bargaining/ Arbitration	Feb 11/Mar 11
NAV CANADA	CAW-Canada/ IBEW/PIPSC/PSAC	2,480	Bargaining/ Arbitration	Apr 11/ Jun 11/Aug 11
Provincial and territorial jurisdictions, Public sector				
Prince Edward Island				
PEI Department of Health and Wellness	PEINU/CUPE	2,000	Tentative settlement/ Arbitration	Mar 10/Mar 11
Government of Prince Edward Island-Education Negotiating Agency	CUPE	600	Tentative settlement	Jun 11

Provincial and territorial jurisdictions, Public sector (continued)

Employer	Union	Employees	Status	Expiry month
Nova Scotia				
Health Association Nova Scotia	CUPE/CAW-Canada/ NSNU	11,400	**Upcoming**	Oct 11
Capital District Health Authority	NSGEU	5,040	Arbitration/ Tentative settlement	Oct 09
Government of Nova Scotia	CUPE	1,650	Arbitration	Oct 09
New Brunswick				
Government of New Brunswick	NBUPPE/CUPE/NBNU	19,990	Bargaining/ **Tentative settlement**	Dec 09/Dec 10/ Apr 11/Jun 11
Quebec				
Government of Quebec	Various unions	6,890	Bargaining/ Tentative settlement	Mar 10
City of Montréal	Various unions	4,470	Bargaining/ Arbitration	Dec 09/Dec 10
City of Québec	Various unions	3,100	Bargaining	Dec 06/Dec 10
Le Réseau de transport de la Capitale	Confédération des syndicats nationaux	920	Bargaining	Jun 09
Ontario				
City of Toronto	CUPE	28,800	**Upcoming**	Dec 11
McMaster University University of Ottawa University of Toronto University of Windsor York University Ryerson University	Various unions	17,675	Bargaining/ Tentative settlement	Apr 11/Jun 11/ Aug 11
Ontario Hospital Association	SEIU	15,860	Bargaining	Oct 11
City of Ottawa	CUPE/IAFF/Civic Institute of Professional Personnel	10,620	**Upcoming**	Dec 11
Toronto Transit Commission	ATU	8,970	Conciliation	Mar 11
Council of Academic Hospitals of Ontario	PAIRO	3,300	**Upcoming**	Jun 11
City of Toronto	IAFF	3,000	Bargaining	Dec 09

Employer	Union	Employees	Status	Expiry month
Provincial and territorial jurisdictions, Public sector (continued)				
Ontario (continued)				
London Health Sciences Centre	CAW-Canada	1,190	Bargaining	Oct 10
Manitoba				
Regional Health Authorities of Manitoba	MAHCP	3,300	Tentative settlement	Mar 10
City of Winnipeg	Various unions	2,490	Arbitration/ Bargaining	Dec 10/Jan 11
Alberta				
Alberta Health Services	AUPE/HSAA	34,000	Bargaining	Mar 11
City of Edmonton	Various unions	9,640	Bargaining	Dec 10
City of Calgary	Various unions	2,980	Bargaining	Dec 10/Jan 11
British Columbia				
City of Vancouver	IAFF	900	Arbitration	Mar 10
Nunavut				
Government of Nunavut	PSAC	2,100	Bargaining	Sep 10
Provincial and territorial jurisdictions, Private sector				
Nova Scotia				
Halifax Shipyard	CAW-Canada	500	**Upcoming**	Dec 11
Ontario				
Metro Ontario Inc., Retail Stores	UFCW-Canada	10,000	**Upcoming**	Nov 11
Saskatchewan				
Evraz Regina Steel (formerly known as IPSCO Inc.)	USW	800	Bargaining	Jul 11

Employer	Union	Employees	Status	Expiry month

Provincial and territorial jurisdictions, Private sector (continued)

British Columbia

Construction Labour Relations Association of British Columbia	Various unions	35,000	Bargaining/ Tentative settlement	Apr 10
Pacific Newspaper Group Inc.	CEP	950	Bargaining	Nov 10

Notes:

The short dash (-) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2009 to January 2010 inclusively, and their expiry dates are presented by this short form: **Sep 09 - Jan 10.**

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2009 or April 2010, and their expiry dates are presented by this short form: **Jul 09/Apr 10.**

Major work stoppages

Involving 500 or more employees, from **October 14 to October 27, 2011**

An updated Weekly report and a Year-to-date report are available on the Web site.

Employer, Location, Union, and Employees	Issue(s)	Starting	Ending
McGill University Montréal, Quebec Public Service Alliance of Canada 1,617 employees (non-academic casual employees)	Pension plan, Benefits	Strike (September 01, 2011)	
Université de Sherbrooke Sherbrooke, Quebec Syndicat des employées et employés de soutien de l'Université de Sherbrooke 1,300 employees (support workers)	Wages	Strike (August 26, 2011)	
US Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 939 employees (steelworkers)	Pension plan	Lockout (November 07, 2010)	Lockout (October 15, 2011)

Innovative workplace practices—Third quarter 2011

Severance package

The Royal Canadian Mint and the Public Service Alliance of Canada, locals 50057 and 70024, negotiated a new way of cashing out severance packages. Full-time employees appointed for an indeterminate period have the chance to cash out their accumulated severance package at the rate of one week's pay per year of continuous service. Those who decide to do this will have two options: either cash out their package right away at their current pay rate, or a portion of their package right away at their current pay rate and the rest on the separation date, at the pay rate in effect at that time.

Employees who choose not to cash out their severance package at this time will be grandfathered, and their severance package in the event of retirement or resignation will continue to grow and will be paid at the time of their departure, in accordance with the provisions in the previous collective agreement. With the exception of these grandfathered employees, the severance package in the event of retirement or resignation stops growing as of June 22, 2011.

Leave

The *Université du Québec à Rimouski* and the *Fédération nationale des enseignantes et enseignants du Québec* have negotiated a new agreement on jury/witness duty leave. In fact, when an instructor is assigned to a case that he/she is not a party to or involved in, he/she incurs no salary loss while performing those duties. However, he/she must issue the institution the equivalent of the amounts received from the *Ministère de la Justice* for those assignments. If those amounts are higher than his/her pay, the institution issues him/her the difference.

Compensation

The Regional Municipality of Waterloo and the National Automobile, Aerospace, Transportation and General Workers Union of Canada, Local 4304, negotiated a new premium for the employees working in the Tire Service. Due to the fact that the province of Ontario regulates and requires that all persons who handle refrigerants must have an Ozone Depletion Prevention certification, three full-time employees will be given a premium of 24¢ per hour above their basic rate for holding a certificate and performing such task.

Working-time management

The Workplace Safety and Insurance Board, Ontario and the Canadian Union of Public Employees, Local 1750, have agreed to replace the attendance credits by wellness days. Effective January 1, 2012, all probationary and permanent staff employees will no longer accumulate attendance credits but will be entitled to nine wellness days at the beginning of each calendar year. Employees hired on or before December 31, 2011, with three or more years of service, will receive a cash payout of 50% of their unused attendance credits, at their current rate of pay to a maximum of 26 weeks. New and permanent part-time employees will have their wellness day pro-rated based on their work schedule. Wellness days will be used for various absences such as employee's marriage, religious holidays, volunteerism, inclement weather. Absences in excess of three consecutive working days will require a medical report. Upon termination of employment, unused days have no cash value.

Readers' corner

The Service Canada and Human Resources and Skills Development Canada Library offers a list of selected recent publications, with short abstracts, on current and emerging workplace topics.

Talent Management

In the next decade, the retirement of thousands of baby-boomers will leave employers with a massive dilemma: do we train and promote from our own internal talent pool or do we recruit external candidates? These books on talent management will provide you with practical tools, models, best practices and case studies so you can deal with the challenges that stem from a constantly changing workforce.

See the Readers' Corner for reading material on "Knowledge Management." Other references on the subject, in French only, are available on the French Web site.

To view previously published abstracts, visit the Library Web site.

Coming up in the next issue

- Wage adjustments—**September** and **Third quarter 2011** analysis and wage data
- Major work stoppages—Update

For more information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* provides access to timely customized information on industrial relations and collective bargaining developments in Canada. It covers topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, click on Collective Bargaining Information and Analysis or contact the Workplace Information Division's enquiry line at: 1-877-259-8828 (toll-free number) or 819-997-3117 (Ottawa-Gatineau area).

Mailing list—Add or remove my name

The *Workplace Bulletin* provides relevant information on a variety of topics. To receive the *Workplace Bulletin*, please add your name to the mailing list using the link below.

I would like to ADD MY NAME to the mailing list.

I would like to REMOVE MY NAME from the mailing list.

PRIVACY STATEMENT